

Human Capital Strategic Planning for the DoD-wide AT&L Workforce

Overview for

**Executive Secretaries to the Functional
Advisors**



**Working Group Meeting
(WG04-2)**

October 22, 2003

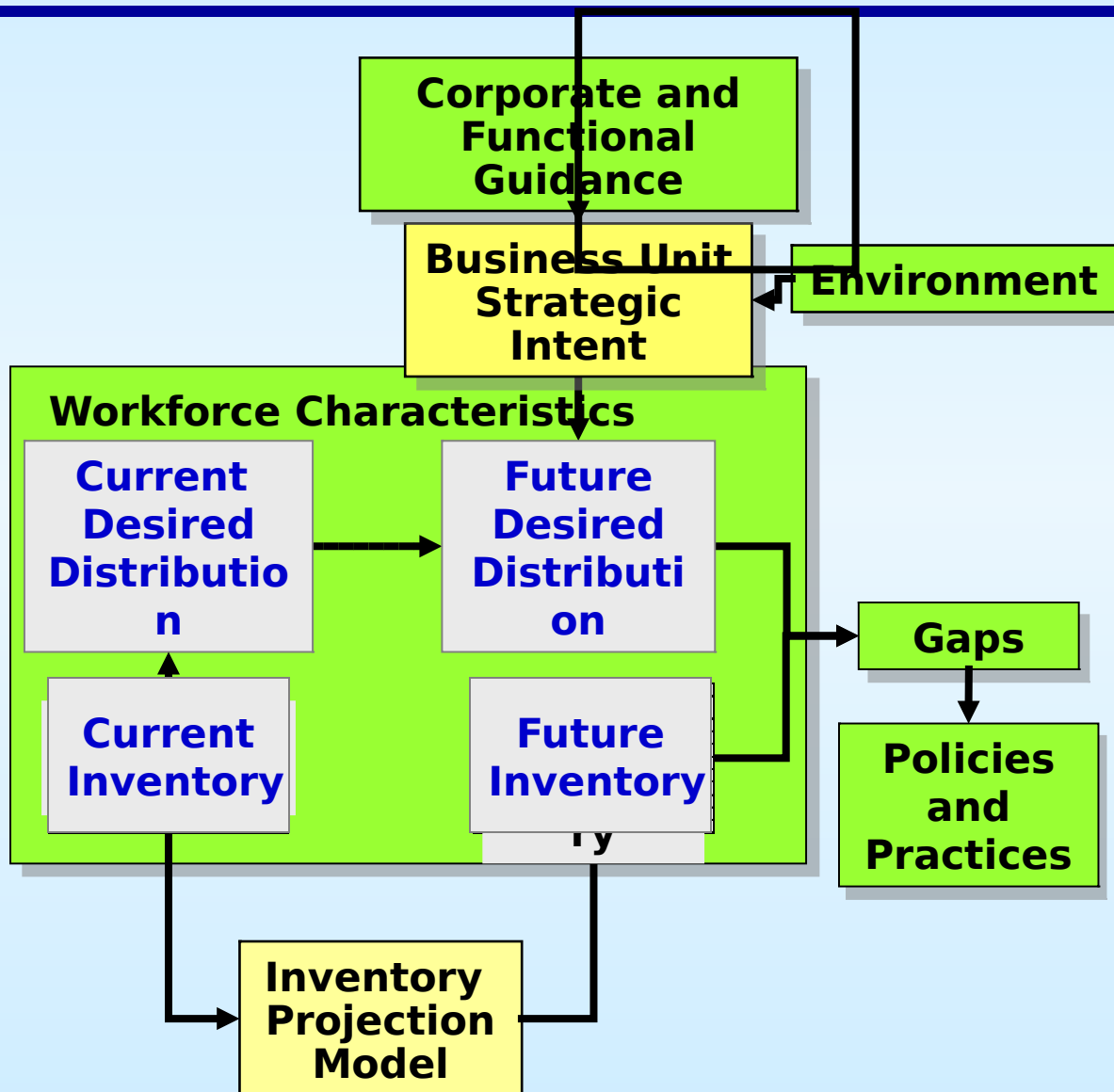


Background of HCSP for DoD AT&L

- **Acquisition 2005 Task Force Report (Oct 2000) - “Shaping the Civilian Acquisition Workforce of the Future”**
 - Assessed current state of DoD AT&L Workforce “retirement crisis” and shift in expectations of Acquisition Workforce
 - Provided 31 recommendations, including Strategic Planning and Workforce Data Management
 - Recommendation #1: “Develop and Implement Comprehensive, Needs-based Human Resource Performance Plans for the Civilian Acquisition Workforce”
 - Plans were defined as first step in Workforce Shaping
- **Workforce Shaping**
 - Provide the right mix of people and skills
 - Align the workforce with the strategic mission of the organization
 - Mitigate the projected “talent drain” caused by impending retirements



Elements of HCSP





Where We've Been...

- **Completed three annual cycles of human capital strategic planning**
- **In last cycle, FY03, shifted from a “process” perspective to focus on two career fields:**
 - **Systems Engineering**
 - **Life Cycle Logistics**
- **Jul 03 Review with USD(AT&L) and USD (P&R) affirmed approach and resulted in additional guidance for FY04 Cycle:**
 - Assign dedicated workforce planners with the right competencies and with continuity
 - Capture the top-line total of the future desired AT&L workforce --and the four career fields
 - Determine what impact planned competitive outsourcing will have on the top-lines
 - **Create business models that translate strategic guidance into needed workforce skills**
 - Develop data system that captures competencies and/or skills; as well as modeling and forecasting tools
 - In FY 2004 End-of-Cycle Review, address actions resulting from the first two planning cycles



AT&L HCSP Today

- **Refined approach**
 - One AT&L HCSP
 - Collaborative working group
- **Expand on previous cycle -add two new career fields:**
 - Contracting
 - Program Management
- **Movement toward a link with DoD budget cycle**
- **AT&L HCSP Supplement to DoD-wide HR Strategic Plan and Annexes**
- **Exploration of competency management**
- **Making data and modeling requirements explicit**